

19TH ANNUAL



NIEHS BIOMEDICAL CAREER SYMPOSIUM



Friday, April 29, 2016

7:45 a.m. – 5:00 p.m.

EPA Campus, Building C

109 TW Alexander Drive • Research Triangle Park, N.C.

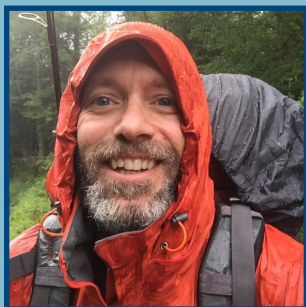
Welcome (8:45 a.m., Room C111-ABC)

Linda Birnbaum, Ph.D., D.A.B.T., A.T.S., Director, National Institute of Environmental Health Sciences (NIEHS) and National Toxicology Program (NTP)

Annie Jarabek, Ph.D., National Center for Environmental Health Assessment
Deputy Director for the Human Health Risk Assessment Program,
Environmental Protection Agency (EPA)

Rachel Krasich, Ph.D., Co-chair, NIEHS Biomedical Career Symposium Committee

Keynote Address (9:00 a.m., Room C111-ABC)



***“Beyond the End of the Road:
Career Advice From the Wilderness”***

Keith Micoli, Ph.D.

Director of the New York University School of
Medicine Postdoctoral Program

Sponsored by the NIEHS Trainees Assembly

Notes: _____

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19th Annual NIEHS Biomedical Career Symposium



Development Workshops

Career Panels

HR Representatives

	Rotunda	C111-A	C111-B	C111-C	C112	C113	C114	B Atrium	Cafeteria
7:45 – 8:45 a.m.	Registration CV/Resume Consultation Sign-Up							Snacks*	
8:45 – 9:00 a.m.		Welcome and Opening							
9:00 – 10:00 a.m.		Keynote Address: Keith Micoli, Ph.D. Beyond the End of the Road: Career Advice From the Wilderness							
Break 10:00 – 10:20 a.m.								Snacks*	
Session One 10:20 – 11:20 a.m.		How to Avoid Self-Sabotage and Win at Salary Negotiations Dara Wilson-Grant	Careers in Therapeutic Development			Leveraging LinkedIn for Expertise Development and Career Opportunities William Blackmon	Teaching in Small Colleges		(10:20-11:50 a.m.) CV/Resume Consulting
Break 11:20 a.m. – 12:25 p.m.									Networking Lunch
Session Two 12:30 – 1:30 p.m.		Articulating Your Accomplishments: Tips for Building a High-Impact Resume Dr. Tammy Collins	Start-Ups Small Industries	Science Policy		Starting Your Own Lab Dr. Sharon Milgram	A Practical Approach to Managing Conflict and Preparing for Difficult Conversations Dr. Lori Conlan		(12:45-1:45 p.m.) CV/Resume Consulting
Session Three 1:45 – 2:45 p.m.		Overview of the Industry Career Landscape Dr. Lori Conlan	Careers in Writing and Communication	Careers in Clinical Diagnostics		Networking: A Tool for Exploring Careers and Building Professional Relationships Dara Wilson-Grant	Foundations of Good Grantsmanship Dr. Jerry Heindel		(1:45-2:45 p.m.) CV/Resume Consulting
Break 2:45 – 3:50 p.m.		Catalent Pharma Solutions Ali Ghiassi	MedThink Communications Hollie Altice Christy Goudy Dr. Rajni Parthasarathy	Quintiles Leigh Babaian		KBI Biopharma Inc. Paul J. Burke III	Carmargo Pharmaceutical Services Stacy Schnieber	Networking Reception	
Session Four 4:00 – 5:00 p.m.		Local Resources for Identifying Career Opportunities Dr. Susan Lankford	Contract Research/Manufacturing Organizations (CRO CMO)	Nonprofit Organizations		Careers Around the Globe Dr. Lori Conlan	Research Intensive Careers in Academia		(4:00-5:00 p.m.) CV/Resume Consulting

*No government funds were used to purchase food



National Institute of
Environmental Health Sciences



United States
Environmental Protection
Agency

Sign Up for Your One-on-One CV/Resume Consultation With Our Consultants

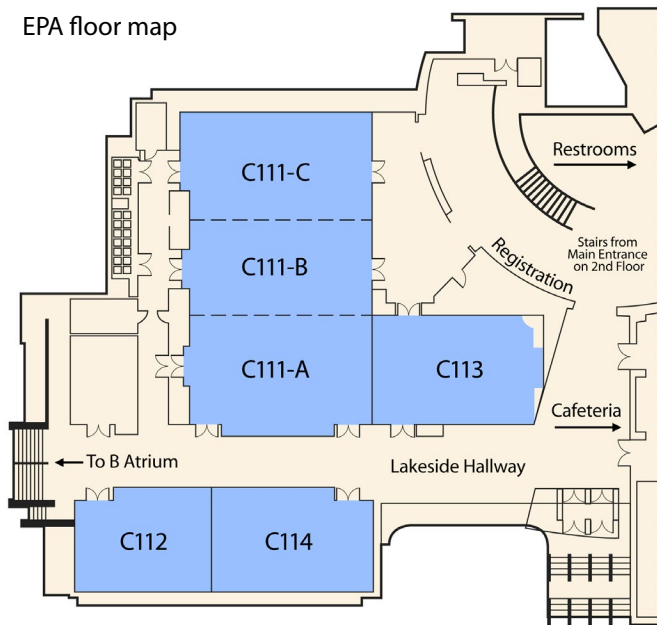
- **Sibby Anderson-Thompkins, Ph.D., UNC**
- **Melissa Bostrom, Ph.D., Duke**
- **Patrick Brandt, Ph.D., UNC**
- **Art Burke Jr., SPHR, CCP, Blair Search**
- **Nisha Cavanaugh, Ph.D.**
Sanford Burnham Prebys Medical Discovery Institute
- **Tammy Collins, Ph.D., NIEHS**
- **Lori Conlan, Ph.D., NIH/OITE**
- **Caren Cooper, Ph.D.**
North Carolina Museum of Natural Sciences
- **Carolyn Couch, M.A., The Next Step Career Coaching LLC**
- **Lori Davis, Ph.D., RAC, Impact Pharmaceutical Services**
- **Laura E. Demarse, Ed.D., NCC, MCC, N.C. State**
- **Kenneth Elstein, M.B.A., U.S. EPA**
- **Ali Ghiassi, Catalent Pharma Solutions**
- **Erin Hopper, Ph.D., UNC**
- **Jacqueline Kinyamu-Akunda, D.V.M., Ph.D., Novartis**
- **Susan M. Lankford, Ph.D.**
North Carolina Biotechnology Center
- **Mahendra S. Rao, M.D., Ph.D.**
Q Therapeutics and NxCell
- **Rebekah Layton, Ph.D., UNC**
- **Amy Rawls, Ph.D., Research Square**
- **David Reif, Ph.D., N.C. State**
- **Kathryn Remington, Ph.D., BioReliance**
- **Jennifer Richmond-Bryant, Ph.D.**
National Center for Environmental Assessment
- **Denise Saunders, Ph.D., NIH/OITE**
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- **Molly Starback, MSLS, Duke**
- **Beth Sullivan, Ph.D., Duke**
- **Deb Wojcik, Ph.D., Duke**

Place Your Appointment Sticker Here

To Make Your Appointment:

1. Sign up for an appointment in the morning on the board in the Cafeteria.
2. Some reviewers specialize in reviewing only certain types of CV/resumes. Please refer to their expertise online when making an appointment.
3. Select **ONE** 25-minute time slot that you prefer and write your name in the single time slot.
4. Take the sticker with the corresponding appointment time as your reminder.
5. **Please keep your appointment.** If you cannot keep your appointment, speak to a volunteer at the registration desk or in the cafeteria.

EPA floor map

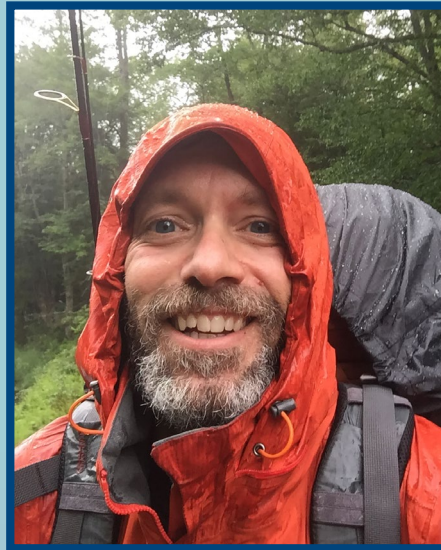


Keynote Address

“Beyond the End of the Road: Career Advice From the Wilderness”

9:00 – 10:00 a.m. | Room C111-ABC

Keith Micoli, Ph.D.



Keynote Abstract

When you have reached the end of the educational road after 20 years or more, the next step towards an independent career can seem like walking into an unknown wilderness. While hiking alone for 10 days and 120 miles, Keith had plenty of time to ponder the similarities of life on the trail and life in the lab. Join him as he shares some of the insights he gained, from learning to accept the inevitable frustrations life throws at you, to unlocking the deep strength each of us has within us. The end of the road is only the beginning of your journey, and only you can determine your ultimate destination!

Keith Micoli Biosketch

Keith is the Postdoctoral Program director at New York University (NYU) Langone Medical Center, where he pursues his passion for encouraging young scientists to take responsibility for their own success and provides the resources they need to develop their own careers. He received his Bachelor of Arts in biology/neurobiology from New College of Florida in 1993 and his doctorate in cellular and molecular pathology from the University of Alabama at Birmingham (UAB) in 2001. Keith continued at UAB as a postdoc, additionally serving as a research associate and instructor in the Department of Pathology and an adjunct assistant professor of biology at Samford University.

Keith's interest in postdoctoral training at a national level was developed by volunteering with the National Postdoctoral Association (NPA), where he was chair of the Policy Committee, Strategic Planning Committee, and a member of the Outreach, Membership, Finance, and Meeting Committees. He served on the NPA Board of Directors, including serving as board chairman from 2004 to 2006 and from 2014 to 2015. During his initial tenure as chair, the NPA successfully worked with the NIH to start the K99/R00 grant mechanism and helped NIH and NSF develop a unified definition of a postdoc.

In 2008, Keith left academic research to join the NYU School of Medicine as the Postdoctoral Program director, where he has worked to develop numerous programs to foster postdoc training, including a grantwriting course and a lab management series. He is the primary investigator of NYU's Science Training Enhancement Program, funded by the NIH BEST program. Keith has also organized What Can You Be With a Ph.D., a career symposium that brings together over 1,000 graduate students and postdocs from New York City for two days of talks and workshops.

Session One (10:20 – 11:20 a.m.)

Development Workshops

■ How to Avoid Self-Sabotage and Win at Salary Negotiations (C111-AB)

Dara Wilson-Grant, M.S.Ed., NCC, LPCA (UNC)

For most of us, the negotiation process is one of the most stressful parts of the job search. Not long after the initial excitement of receiving an offer comes panic followed by dread. Do I negotiate for more money and risk seeming pushy or ungrateful? Will I lose this opportunity if I negotiate for too much? What should I ask for? If one or more of these thoughts swirl through your head when you think about salary negotiations, you are not alone! This workshop is a step-by-step guide to navigating the negotiation process, especially when it comes to managing your emotions.

■ Leveraging LinkedIn for Expertise Development and Career Opportunities (C113)

William Blackmon, PMP, CSM, BSEE, CEO (Apogee Social Media Group)

This seminar will introduce you the importance of developing your expertise brand and seeking career opportunities with the most powerful social media platform for professionals – LinkedIn. From this session you will immediately take away *practical tips* and a strategy that will impact your productivity using LinkedIn. Get noticed by hiring managers. Grow your network. Create the online professional brand you want.

Career Panels

■ Careers in Therapeutic Development (C111-C)

Jacqueline Kinyamu-Akunda, D.V.M., Ph.D. (Novartis) | Kellen Meadows, M.P.H., Ph.D., RRT (Pfizer)
Mahendra S. Rao, M.D., Ph.D. (Q Therapeutics and NxCell)

Are you looking towards industry as a possible career path, specifically within therapeutic development? Larger companies can provide a wide variety of career path options for scientists interested in the drug development process. This panel focuses on careers for research scientists within various stages of the therapeutic development process. Find out what it is like to work for industry and what it takes to stand out from the crowd when applying for jobs within therapeutic development.

■ Teaching in Small Colleges (C114)

Laura Glasscock, Ph.D. (Winthrop University) | Melanie Lee-Brown, Ph.D. (Guilford College)
Heather Miller, Ph.D. (High Point University)

Teaching can be an intellectually challenging and satisfying vocation, although it is often presented to graduate students as a task that must be completed in order to subsidize research efforts. This session includes panelists from diverse academic institutions that place strong emphasis on education. We will talk about the paths of the panelists into teaching, the expectations that different institutions have for their faculty, and the views of the panelists on how future teachers can find the positions that they seek. Please join us for a discussion on the many ways you can build a career in education.

Session Two (12:30 – 1:30 p.m.)

Development Workshops

■ **Articulating Your Accomplishments: Tips for Building a High-Impact Resume** (C111-AB)

Tammy Collins, Ph.D. (NIH | NIEHS)

When you sit down to write your resume, you probably spend a great deal of time thinking about your work, and wondering how to present it to hiring managers. Simply stating that you serve as a committee leader, or that your research 'topic X' doesn't convey the full impact and depth of your accomplishments. This workshop will give you a framework for writing your resume and a step-by-step guide to articulating your achievements. Participants will walk away feeling confident that they can create a high-impact resume for any position for which they choose to apply.

■ **Starting Your Own Lab** (C113)

Sharon Milgram, Ph.D. (NIH | OITE)

In this seminar, Dr. Milgram will discuss the challenges associated with transitioning from a postdoctoral fellowship to a new faculty position with your research group. Learn how to navigate the academic environment in your future department. She will also discuss important points to consider when deciding what equipment you need to set up within your research group and how to find the best people to work in your research group. Also, you will acquire information about various other expectations of a junior faculty member.

■ **A Practical Approach to Managing Conflict and Preparing for Difficult Conversations** (C114)

Lori Conlan, Ph.D. (NIH | OITE)

The work environment is filled with conflict, often as a result of differences in work styles, passive-aggressive communication techniques, and differences in cultural expectations and behaviors. Minimizing or resolving conflict often requires engaging in difficult conversations, which is challenging and requires both practice and competency. This workshop will help participants manage conflicts and engage in difficult conversations by teaching an understanding of personal work styles, conflict management, and assertiveness techniques. Participants will learn how to employ their new knowledge to more effectively manage work relationships, and when necessary, engage in difficult conversations that ultimately reduce conflict and work-place stress.

Career Panels

■ **Start-ups I Small Industries** (C111-C)

Uzma Atif, M.P.H., Ph.D. (Shire Pharmaceuticals) | Maureen Bunger, Ph.D. (TRL LLC and ModernTox LLC)
George Fromm, Ph.D., M.B.A. (Heat Biologics Inc.)

A wide range of companies can be categorized as small biotech industries or start-ups specializing in pharmaceuticals, immunotherapy, cell line development, and other areas. These companies offer a wide range of career opportunities in the biosciences. Attend this panel to find out our panelists' perspectives on what it is like to work for a small biotech company, why they decided to choose this career path, and how they obtained employment in today's economy.

■ **Science Policy** (C112)

Anne Deschamps, Ph.D. (FASEB) | Jenny Noonan, M.P.A. (EPA) | Kevin Ramkissoo, Ph.D. (NIH)
Richard Watkins, Ph.D. (SPAN Inc. and UNC)

Are you interested in a science position outside of the laboratory? Have you ever wondered how science impacts policy? Or do you want to know how to apply your scientific expertise to make a change on a community or national scale? Attend this session to find out more about career opportunities in science policy. A wide range of panelists, who have impacted local and federal policy, have been selected to provide a broad perspective on careers in science policy. Learn more about their experiences, such as why they decided this career path, how they landed their current position, as well as the advantages and disadvantages of working in policy.

Session Three (1:45 – 2:45 p.m.)

Development Workshops

■ Overview of the Industry Career Landscape (C111-AB)

Lori Conlan, Ph.D. (NIH | OITE)

A key difference between industry and academia is that in industry you are expected to produce something of value to your company and the shareholders – this is the business side of science. A scientist with a doctorate degree can assume numerous roles in an industry setting, including technology management, business development, project management, marketing, technical sales, regulatory affairs, quality control, quality assurance, technical support, patents, financial analysis, human resource recruitment, medical science relationship building, clinical research management, and corporate communications. This session will highlight these career opportunities and provide insight into how to position yourself to be competitive for these jobs.

■ Networking: A Tool for Exploring Careers and Building Professional Relationships (C113)

Dara Wilson-Grant, M.S.Ed., NCC, LPCA (UNC)

Networking is one of the most effective approaches to getting your career on the fast track. Yet, for a variety of reasons (e.g., shyness, negative perceptions), most of us fail to make networking an active part of our ongoing career development. In this workshop, participants will learn keys to tactful networking along with easy-to-use strategies for face-to-face networking, corresponding via email, and the appropriate use of social media.

■ Foundations of Good Grantsmanship (C114)

Jerry Heindel, Ph.D. (NIH | OITE)

While the research you want to conduct may be grounded in sound science with the potential for fundamental, paradigm-shifting discoveries, you need to convince funding agencies that it is worth investing in. Having great ideas is not enough – communicating them in a clear manner and illustrating their importance is absolutely essential. This workshop will focus on the fundamentals of good grantsmanship, and give you tips for how to best develop and communicate the aims of your research.

Career Panels

■ Careers in Writing and Communication (C111-C)

Aleksandra Adomas, Ph.D. (MicroMass Communications) | Kelly Rae Chi, M.A., M.S. (Freelance Science Writing)
Luke Roode, Ph.D. (Quintiles)

There are a variety of careers available to scientists that have an interest in communication and writing. The majority of scientific training focuses on conducting scientific research, but there is a significant need for scientists who are able to communicate a diverse array of scientific information to both technical and general audiences. This panel will provide attendees with an opportunity to learn more about various careers in science communication and writing. Emphasis will be placed on topics such as understanding the experience desired and/or necessary for these types of careers as well as how to gain experience or translate prior experience that may be relevant. If you are interested in a career beyond the bench, consider attending this panel discussion to learn more about a career in science communication and ask questions of these diverse and experienced panelists.

■ Careers in Clinical Diagnostics (C112)

Kevin Day, Ph.D. (Foundation Medicine) | Brian Ingram, Ph.D. (Metabolon)
Thomas O'Connell, Ph.D. (Duke Molecular Physiology Institute)

As the medical field advances, it is becoming increasingly obvious that the “one disease-one treatment” model of healthcare is becoming outdated. As a result, precision medicine, which takes into account each person's unique variability, is a rapidly growing field. Clinical diagnostic companies and research groups consider a person's genomic, proteomic, and metabolomic state and use this information to develop new disease detection strategies, novel therapeutics, and personal treatment regimens. This session will provide insight as to what it's like to work in this exciting and expanding field.

Session Four (4:00 – 5:00 p.m.)

Development Workshops

■ Local Resources for Identifying Career Opportunities (C111-AB)

Susan M. Lankford, Ph.D. (N.C. Biotechnology)

You have finished your doctorate and postdoctoral fellowship(s) – now what?? This workshop will provide advice for identifying a career that is rewarding and fulfilling for YOU. I will emphasize strategies for identifying your strengths, networking, and informational interviewing and will highlight local resources for helping you in this process.

■ Careers Around the Globe (C113)

Lori Conlan, Ph.D. (NIH | OITE)

Many of us wind up in jobs that are close to home or within proximity to familiar places. However, if you are looking to expand your job search beyond the United States, this workshop is for you. We will explore the basics of what you need to know to begin exploring careers around the globe, and how cultural differences can influence the job application process. We will also discuss resources for finding posted jobs abroad, as well as tips for tapping into international networks.

Career Panels

■ Contract Research/Manufacturing Organizations (CRO | CMO) (C111-C)

Lisa Crose, Ph.D. (Camargo Pharmaceutical Services) | Lori Davis, Ph.D., RAC (Impact Pharmaceutical Services Inc.)
Andrew Hagarman, Ph.D. (KBI Biopharma Inc.) | Kathryn Remington, Ph.D. (BioReliance)

Contract Research Organizations (CROs) were first established in the late 1970s, later followed by Contract Manufacturing Organizations (CMOs), and quickly took on a significant role in research and development. CROs | CMOs provide research support to the pharmaceutical, biotechnology, and medical fields as well as research institutions and government organizations. With many companies outsourcing their work to these organizations, the interest and growth in this field has been exponential. This panel focuses on the various opportunities within CROs | CMOs. Find out what it is like to work at a CRO | CMO and learn why the panelists chose this career path and how they obtained employment within the company.

■ Nonprofit Organizations (C112)

Nisha Cavanaugh, Ph.D. (Sanford Burnham Prebys) | Caren Cooper, Ph.D. (N.C. Museum of Natural Sciences)
Brian Hawkins, Ph.D. (RTI International) | Carol Kwiatkowski, Ph.D. (The Endocrine Disruption Exchange)

Nonprofit organizations can provide a variety of career opportunities for scientists, including work at the bench as a researcher, and work away from the bench. This session will focus on what kinds of opportunities are available at nonprofit organizations, what working at a nonprofit organization is like, and how it might compare to the familiar academic and industry careers. This session will also provide insight as to the skills you may need for a career at a nonprofit organization and will provide guidance for preparing yourself accordingly.

■ Research Intensive Careers in Academia (C114)

Stephanie Engel, Ph.D. (UNC) | Rebecca Fry, Ph.D. (UNC) | David Reif, Ph.D. (NCSU)
Beth Sullivan, Ph.D. (Duke)

This panel is geared towards those who are interested in pursuing a tenure track academic position. It was formed to help future applicants understand the current academic research job market, application process, and duties of tenure track faculty. Panelists are all associate professors at research intensive institutions. They will discuss the path they took to their current academic position, including their postdoctoral training, and experiences as faculty. This panel was formed to help future applicants understand the current academic research job market and application process.

Meet Our Professionals

^{CV} CV/Resume Consultant, ^{WK} Workshop Speaker, ^{PAN} Career Panel Speaker, ^{HR} HR Representative, ^{KY} Keynote Speaker

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For biosketches, go to <https://tools.niehs.nih.gov/careerfair>

The NIEHS Office of Fellows' Career Development

The Office of Fellows' Career Development (OFCD) provides intramural fellows in training at NIEHS with the professional skills and career development opportunities needed to excel in their future careers, regardless of their scientific field of study. The OFCD accomplishes this goal by working closely with the various divisions of NIEHS to provide NIEHS fellows with the resources, support, and network they need to succeed, and by collaborating with the NIH Office of Intramural Training and Education (OITE) to ensure that NIEHS fellows have an outstanding training experience and are prepared for the transition to independence in their chosen career path.

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Networking Opportunities

As you will hear throughout the day, networking is an integral part of career development and searching for a job. Therefore, we have made every effort to allow you as many opportunities as possible to expand your professional network during today's career symposium. Below are three different ways you will be able to network with the panelists and exhibitors.

Informal Networking Lunch: 11:20 a.m. – 12:25 p.m.

Grab your lunch and feel free to politely seek out a panelist or speaker and learn about their organization and career. Spaces in the Cafeteria, B Atrium and Building C Rotunda are available. To make it easier to find panelists, we have designated tables in the cafeteria for each panel. Look for table tents with the panel/topic names. Many of the workshop presenters will also be around during lunch with the expectation of networking so feel free to seek them out and introduce yourself.

Networking Reception: 2:45 – 3:50 p.m.

What better way to meet new people and learn about different careers than over drinks and a cookie! This networking session will bring together all participants, panelists, speakers, and exhibitors for an afternoon break and networking reception. When you register, grab a color-coded sticker to indicate which field you are most interested in, and find someone with a similar color!

Visiting HR Representatives: 2:45 – 3:50 p.m.

During the networking reception, HR representatives from several organizations in the area will be set up within rooms C111-AB, 111-C, 112, 113, and 114. Be sure to ask them about their science and what sorts of jobs their company has for Ph.D. level scientists. Especially take time to learn more about their hiring and screening process, promotion potential within the company, and entry-level/internship positions. HR representatives are not conducting interviews or accepting applications during the career symposium, but gaining insight into their hiring process and meeting someone on the inside can be very valuable when it does come time to apply for a position.



Quintiles

Quintiles (NYSE: Q) is the world's largest provider of biopharmaceutical development and commercial outsourcing services with a network of more than 33,000 employees conducting business in over 100 countries. Today Quintiles brings a fully integrated approach to build biopharma and life sciences solutions – from pipeline to portfolio to population health. We apply the breadth and depth of our service offerings along with extensive therapeutic, scientific and analytics expertise to help our customers navigate an increasingly complex healthcare environment as they seek to improve efficiency and effectiveness in the delivery of better healthcare outcomes. To learn more about Quintiles, please visit www.quintiles.com.



Catalent Pharma Solutions

Catalent Pharma Solutions is the leading global provider of advanced delivery technologies and development solutions for drugs, biologics and consumer health products. With over 80 years serving the industry, Catalent has proven expertise in bringing more customer products to market faster, enhancing product performance and ensuring reliable clinical and commercial product supply. Catalent is headquartered in Somerset, N.J.



MedThink SciCom

MedThink SciCom is transforming scientific exchange by uniting a unique array of disciplines to provide novel insights and innovative ideas. There are many ways to communicate science, but MedThink SciCom has a unique talent for taking biomedical information, and transforming it into medically relevant and intriguing communications. The expertise of their multidisciplinary team offers a fresh perspective that allows them to deliver refreshing results. Come learn more about MedThink, their hiring process, and job opportunities – especially their summer internship program which provides one with experience in all aspects of what a medical writer does while also imparting the critical skill of learning to work within a team dynamic.



Camargo Pharmaceutical Services

Camargo Pharmaceutical Services is the most experienced global strategist providing comprehensive drug development services specialized for the 505(b)(2) approval pathway and analogous European processes. By assessing the scientific, medical, regulatory and commercial viability of product development opportunities, Camargo systematically builds and executes complete development plans that align with business strategies and that ensure FDA buy-in every step of the way. Come learn more about Camargo and their 6-month Postdoctoral Internship Program, where interns gain invaluable experience with drug development strategy and regulatory affairs.



KBI Biopharma

KBI Biopharma is a contract development and manufacturing organization driven to improve the quality of human life by serving clients in the accelerated development of their needed medicines. They help their client partners accelerate and optimize drug development and manufacturing programs by offering an extensive suite of expert development, and manufacturing services in an agile, client-friendly partnering environment. KBI delivers expert and integrated process development and cGMP manufacturing of recombinant protein Active Pharmaceutical Ingredients (API) for their clients. Come learn more about KBI Biopharma, their hiring process, and career opportunities.

Notes: _____

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Notes: _____

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Today's Career Symposium is organized entirely by postdoctoral fellows at the NIEHS and EPA who volunteer their time and efforts. All of the food and beverages provided today were bought with funds donated by the NIEHS and EPA community. This event would not be possible without the support of the organizations and companies acknowledged in this booklet. We also very much appreciate and depend on the good will and support of many people working behind the scenes and would like to thank the following:

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Dustin Riego, Graphic Support and Communications, OARM/IRMD, EPA
Wilhelmina McAllister, Management Analyst Assistant III, SEE, ORD/IO, EPA

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